



## FINANCE, DEPARTMENT OF CAREER EXECUTIVE ASSIGNMENT EXAMINATION ANNOUNCEMENT

California State Government supports equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition or pregnancy. It is an objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

<b>DEPARTMENT:</b>	FINANCE, DEPARTMENT OF	<b>RELEASE DATE:</b>	Tuesday, June 1, 2010
<b>POSITION TITLE:</b>	Chief, Financial Research	<b>FINAL FILING DATE:</b>	Thursday, June 24, 2010
<b>CEA LEVEL:</b>	CEA 3	<b>EXTENDED FINAL FILING DATE:</b>	
<b>SALARY RANGE:</b>	\$ 8,594.00 - \$ 9,476.00 / Month	<b>BULLETIN ID:</b>	05272010_1

### POSITION DESCRIPTION

This position manages staff in the Financial Research Unit by participating in the formulation, improvement, management, and evaluation of the Administration's program and policies affected by this assignment area.

The incumbent is primarily responsible for managing the development of the state's major revenue forecasts (i.e., personal income tax, corporate income tax, sales and use tax, insurance tax, fuels excise taxes, vehicle registration and licensing fees, tobacco and alcohol taxes, and property tax estimate for schools {Proposition 98}), for the Governor's Budget and monitoring the state's revenue situations. Revenues account for about \$87 billion of General Fund, \$14 billion of school property tax, and \$17 billion of Special Funds.

The Chief also participates in the development of the Governor's legislative programs, reviews legislation with fiscal or programmatic impact; testifies before legislative committees; and, represents and/or negotiates for the Department of Finance (Finance) and the Administration on matters within the Financial Research assignment area. As part of Finance's participation in the FISCal Project, the incumbent may also be involved in the implementation of the Project goals and objectives.

### MINIMUM QUALIFICATIONS

Applicants must meet the following minimum qualifications:

#### **Either I**

Must be a State civil service employee with permanent civil service status or who previously had permanent status in the State civil service.

#### **Or II**

Must be a current or former employee of the Legislature, with two or more consecutive years as

defined in Government code § 18990.

**Or III**

Must be a current or former non-elected exempt employee of the Executive Branch with two or more consecutive years (excluding those positions for which salaries are set by statute) as defined in Government Code § 18992.

**Or IV**

Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code § 18991.

**KNOWLEDGE AND ABILITIES**

Applicants must demonstrate the ability to perform high administrative and policy – influencing functions effectively. Such overall ability requires possession of most of the following more specific knowledge and abilities:

(1) Knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management; techniques of organizing and motivating groups; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; and personnel management techniques; the department's or agency's Equal Employment Opportunity Program objectives; and a manager's role in the Equal Employment Opportunity Program.

(2) Ability to plan, organize, and direct the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices; integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislature and Executive branches; analyze complex problems and recommend effective courses of action; and prepare and review reports; and effectively contribute to the department's or agency's Equal Employment Opportunity objectives.

These knowledge and abilities are expected to be obtained from the following kinds of experience with substantial participation in the formulation, operation and/or evaluation of program policies (experience may have been paid or volunteer; in State service, other government settings, or in a private organization):

**CEA Level 1.** Supervisory/administrative experience in a line or staff activity, including the execution and/or evaluation of program policies.

**CEA Levels 2 and 3.** Broad administrative or program manager experience with substantial participation in the formulation, operation, and/or evaluation of program policies.

**CEA Levels 4 and 5.** Extensive managerial and program administrative experience which has included substantial responsibility for a combination of management functions such as program planning; policy formulation; organization coordination and control; and fiscal and personnel management. Where high technical professional qualifications are of primary importance in performing the duties of a given CEA position, then the above required experience may have been in a staff capacity exercising professional skills to influence and contribute to program, policy, and methods of providing those professional services. Primary examples are medical doctors and attorneys.

### **DESIRABLE QUALIFICATION(S)**

In addition to evaluating each candidate's relative ability, as demonstrated by quality and breadth of experience, the following factors will be emphasized in competitively evaluating each candidate:

- \* Broad knowledge of tax law and policy, both the federal and state levels, including familiarity with the basic provisions of income tax, corporate income tax, excise tax, sales tax laws; and, management level experience in the state's budgeting and legislative processes.
- \* Broad knowledge of forecasting methods for revenues, including the development of multi-variable regressions, use of samples of return information or surveys, use of economic data and estimates, economic theory (including macro and micro economics) as applied in estimating, and some familiarity with common economic projecting techniques and models.
- \* Ability to communicate effectively with others, as demonstrated by strong written and verbal communication skills, strong negotiating skills, and particularly the ability to represent Finance effectively internally, before the Legislature, with other government entities, and with the public.
- \* Demonstrated ability to perform higher level administrative and policy influencing functions effectively. This includes the demonstrated ability to work effectively under intense pressure, and the capacity to make high-level decisions in a fast-paced and changing environment.
- \* Demonstrated ability to apply new ways of thinking, solve problems, create new ideas, and develop new approaches to achieve the Department's mission.
- \* Strong leadership and management team experience demonstrating an ability to set goals and expectations encourage growth and initiative at all levels, and use sound judgment in managing staff within a multidisciplinary organization.
- \* Knowledge of principles and practices of organization, fiscal and human resources management, and the Department's equal employment opportunity program.
- \* Demonstrated ability to coach and mentor employees to create a work environment that stimulates learning, encourages growth, and recognizes individual achievements to ensure peak performance.

### **DESIRABLE CHARACTERISTICS**

Department of Finance has a strong history of laudably fulfilling its responsibilities. That history of performance has garnered the Department respect from successive Administrations and Legislatures and earned a reputation as a venerable institution. That foundation of this reputation is a set of core values that guide the actions of the employees who, collectively, are the Department of Finance. Those core values are:

- \* Integrity - Consistently adhere to the duty to execute the mission and responsibilities of the Department of Finance while advancing the goals of the Administration.

- \* Expertise - Be a reliable source of accurate information and sound fiscal and policy advice.
- \* Teamwork - Work together collaboratively and in recognition of the contribution each makes to the common purpose of serving the Department, the Administration, and the State.
- \* Respect - Recognize the validity of other points of view and treat others with civility.
- \* Problem Solving – Strive to find practical and effective solutions to achieving desired goals

### EXAMINATION INFORMATION

A minimum rating of 70% must be attained to obtain list eligibility. Hiring interviews may be conducted with the most qualified candidates. All candidates will receive written notification of their examination results. The result of this examination will be used only to fill the position of **Chief, Financial Research**, with the **FINANCE, DEPARTMENT OF**. Applications will be retained for twelve months.

*The Results of this examination will be used only to fill this position and may be used to fill subsequent vacancies for this position for a period of up to twelve months.*

### FILING INSTRUCTIONS

#### Interested applicants must submit:

- A completed Standard State Application (Form 678).
- A "Statement of Qualifications". The Statement is a narrative discussion of how the candidate's education, training, experience, and skills meet the minimum and desirable qualifications and qualify them for the position. The Statement of Qualifications serves as a documentation of each candidate's ability to present information clearly and concisely in writing and should be typed and not exceed three pages in length with a font size no smaller than 11 point.
- Resumes do not take the place of the Statement of Qualifications.

#### Applications must be submitted by the final filing date to:

FINANCE, DEPARTMENT OF, Selection Services Unit  
915 L Street, 6th Floor, Sacramento, CA 95814  
Colleen Graham | 916-445-3368 | colleen.graham@dof.ca.gov

### SPECIAL TESTING

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.

### GENERAL INFORMATION

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The FINANCE, DEPARTMENT OF reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change.

Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others.

**Class specs:** <http://www.dpa.ca.gov/textdocs/specs/s7/s7500.txt>